

## Message Text

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ACTION AF-06

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R 071545 JAN 75

FM AMEMBASSY LAGOS

TO SECSTATE WASHDC 7460

INFO AMCONSUL KADUNA

AMCONSUL IBADAN

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E.O. 11652: N/A

TAGS: ELAB, NI

SUBJECT: CIVIL SERVICE UNREST OVER UDOJI WHITE PAPER

SUMMARY: FIRST ADVERSE PUBLIC SERVICE REACTION TO FMG  
WHITE PAPER ON UDOJI REPORT HAS BEEN UNREST AMONG GOVERNMENT  
SERVICE MEDICAL STAFF, AND OTHER INDICATIONS OF DISSA-  
TISFACTION WITHIN MID AND SENIOR-LEVELS OF CIVIL SERVICE STARTING TO  
APPEAR. FMG MAY FACE DIFFICULT TIME IN NEXT FEW MONTHS,  
BUT HAS ESTABLISHED REVIEW UNIT TO HANDLE CIVIL SERVICE  
GRIEVANCES AND SHOULD BE ABLE TO KEEP DISSIDENCE TO A  
MINIMUM. END SUMMARY.

1. ONLY OVERT SIGN OF UNREST TO DATE AMONG CIVIL SERVANTS  
OVER REGRADING OF JOBS CARRIED OUT BY PUBLIC SERVICE REVIEW  
(UDOJI) COMMISSION HAS COME FROM DOCTORS AND NURSES EMPLOYED  
IN GOVERNMENT HOSPITALS. NUMBER OF MEDICAL STAFF IN VARIOUS  
LOCATIONS HAVE INITIATED WORK-TO-RULE (TERMED WORK-TO-UDOJI)  
IN PROTEST OVER DOWNGRADING OF MEDICAL JOBS IN NEW WAGE SCALES  
A MOVE THEY SEE AS FMG EFFORT TO TREAT THEM AS CIVIL SERVANTS  
AND NOT AS PROFESSIONALS. THEIR ACTION INCLUDES WORKING STRICTLY  
TO CIVIL SERVICE HOURS AND REFUSING TO SEE ANY PATIENTS AFTER  
NORMAL CLOSING HOURS ACTION HAS RECEIVED CONSIDERABLE PRESS  
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COVERAGE, WITH EDITORIALS GENERALLY AGAINST USE OF INDUSTRIAL ACTION WHICH AFFECTS SICK.

2. OTHER INDICATIONS THAT ALL IS NOT WELL AMONG MID-LEVEL AND SENIOR-LEVEL CIVIL SERVANTS HAVE BEEN NOTED IN PRIVATE DISCUSSIONS. ONE SENIOR CIVIL SERVANT EXPRESSED SURPRISINGLY STRONG FEELINGS AGAINST FMG WHITE PAPER, TERMING IT AN ATTEMPT BY PERMANENT SECRETARIES TO SET THEMSELVES UP AS QUOTE SEMI-DEITIES UNQUOTE. REGRADING EXERCISE HE CLAIMS , HAS NOT BEEN ACCEPTED BY MANY CIVIL SERVANTS WHO FEEL THEIR PROFESSIONAL AND MANAGERIAL ABILITIES HAVE BEEN SLIGHTED. THIS IS FAULT, HE ADDS, OF PERMANENT SECRETARIES WHO JFUGGLED UDOJI COMMISSION RECOMMENDATIONS TO QUIT THEMSELVES AND THEIR FRIENDS. CASE OF MEDICAL STAFF IS GOOD EXAMPLE OF HOW WHITE PAPER HAS NOT REFLECTED REAL MANPOWER NEEDS OF NATION. SOURCE PREDICTS FURTHER INDUSTRIAL ACTIONS BY CIVIL SERVANTS IF MEDICAL STAFF ARE SUCCESSFUL IN OBTAINING REDRESS OF THEIR GRIEVANCE. SAME SOURCE VIEWED WHITE PAPER AS DISCOURAGING NOTING THAT HE NOW FACES DILEMMA OF HAVING PUBLICLY TO EXPLAIN AND SUPPORT FMG'S ACTIONS WHILE PERSONALLY BEING AGAINST MANY OF WHITE PAPER'S PROVISIONS.

3. FMG, WHILE NOT SPEAKING DIRECTLY TO ACTIONS OF MEDICAL STAFF, HAS REITERATED GRIEVANCE PROCEDURES LAID DOWN IN WHITE PAPER, WHICH SET UP PUBLIC SERVICE REVIEW UNIT IN MINISTRY OF ESTABLISHMENTS TO HANDLE COMPLAINTS OVER REGRADING. SUBMISSION WILL BE RECEIVED BY THIS UNIT UNTIL JANUARY 31 AS FMG WANTS TO COMPLETE REGRADING EXERCISE BY END OF FEBRUARY.

4. FMG, IN RELEASING GUIDELINES FOR PAYMENT OF NEW WAGE LEVELS, HAS STATED NO EMPLOYEE SHOULD RECEIVE LESS THAN EQUIVALENT OF HIS FORMER SALARY AND NO EMPLOYEE SHOULD RECEIVE LESS THAN AN EIGHT PERCENT WAGE INCREASE. THUS PRESENT DISPUTE INVOLVING MEDICAL STAFF APPEARS ACTUALLY TO REVOLVE AROUND MEDICAL PROFESSION'S CONCERN THAT LOWER STARTING SALARIES WILL DISCOURAGE FUTURE DOCTORS FROM GOVERNMENT SERVICE, AND THUS AGGRAVATE ALREADY SERIOUS SHORTAGE OF DOCTORS IN THIS AREA.

5. COMMENT: INDUSTRIAL ACTION OF MEDICAL STAFF APPEARS TO BE FOREFUNNER OF AGITATION BY OTHER MID-LEVEL CIVIL SERVANTS WHO BELIEVE THEY HAVE NOT BENEFITTED FROM WHITE PAPER AS MUCH AS LOWER-AND HIGHER-PAID WORKERS. THERE ARE SIGNS OF GROWING LIMITED OFFICIAL USE

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AWARENESS THAT MAIN BENEFACTORS OF WHITE PAPER HAVE BEEN AT TOP RUNGS OF LADDER, AND OF FEELING THAT PERMANENT SECRETARIES USED THEIR INFLUENCE TO GET BEST POSSIBLE DEAL FROM UDOJI REPORT WITHOUT REGARD TO EFFECTS THIS MAY HAVE ON WELL-BEING OF NIGERIA'S CIVIL SERVICE.  
CROSBY

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